A New Compact: Aligning Physician–Organization Expectations to Transform Patient Care

Mary Jane Kornacki
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By Topic:  Value-Based Care  Physician/Clinical Relationships  Dyad/Triad

Book Description

Forewords by James L. Reinertsen and Edgar H. Schein

Rewriting the Unwritten Rules to Change Patient Care for the Better!
With healthcare reform a priority and traditional physician roles shifting, mutually agreed-on expectations between physicians and organizations are essential to bring change and lasting results. Typically, these expectations have been unarticulated and merely assumed. A new, written compact—a set of explicit terms carefully negotiated by doctors and administrators to define their relationship through dialogue and respectful airing of different perspectives—is foundational to partnership and successful performance. This book provides an in-depth look at the background, development, and implementation of a new compact to strengthen and align expectations in today’s healthcare environment. Learn how organizations can use a physician–organization compact to integrate various entities brought together through mergers or acquisitions, to support clinical integration, and to engage physicians.

Practical applications throughout the book include:

- Seven case studies of organizations whose new compacts have changed relationships and furthered their success
- Lessons learned from these case studies that organizations can apply in their own environments
- A step-by-step process for developing and implementing a new compact, including who should be involved at each step

With the guidance presented in this book, senior executives, mid-level managers, and physician leaders alike can gain a comprehensive understanding of how to successfully develop and implement a new compact organization-wide or locally in a department, service line, or site.

"As the patient safety movement has matured, its focus has shifted from systems change to teamwork to culture. Healthcare organizations will be unable to create safe care for their patients without significant culture change. In A New Compact, Mary Jane Kornacki explains how the development of a compact aligns physicians and administrators behind the vision and the strategic plan necessary to bring about that culture change. A must-read guide for healthcare CEOs"
- Lucian L. Leape, MD, Harvard School of Public Health

"Compact building is a tested path to constructive conversations and positive outcomes by turning implicit assumptions into explicit agreements. This book shares the experiences of organizations that successfully developed compacts and will help those early on this path benefit from the learning of others."
- David C. Herman, MD, CEO, Essentia Health

"Kornacki summarizes over a decade of experience across a variety of organizations applying organizational behavior and management theory to create a new relationship between physicians and organizations. Vivid examples show how attention to alignment, focus on the journey rather than the destination, sharing ownership, trust, and accountability can create a new environment for success."
- Gregg S. Meyer, MD, MSc, chief clinical officer, Partners HealthCare Systems, Inc.
BOOKS

Developing Physician Leaders for Successful Clinical Integration

Carson F. Dye, FACHE, Jacque J. Sokolov, MD

BOOKS

Better Communication for Better Care: Mastering Physician-Administrator Collaboration

Kenneth H. Cohn, MD
BOOKS

The Core Elements of Value in Healthcare

Paveljit S. Bindra, MD

BOOKS

Redesign the Medical Staff Model: A Guide to Collaborative Change

Jonathan Burroughs, MD, FACHE

BOOKS

An Insider’s Guide to Physician Engagement

Andrew C. Agwunobi
BOOKS

The New Hospital-Physician Enterprise: Meeting the Challenges of Value-Based Care

David A. Wofford, Stephen F. Messinger

As a member, you'll join more than 48,000 healthcare leaders from across the country and around the world who are dedicated to improving health.
New Health Cloud Care Gaps enables providers to monitor a patient's adherence to a care plan and proactively fill gaps to keep treatments on track. New Health Cloud Assessments allows providers to manage the progress of outpatient care by delivering personalized surveys to patients and automating next steps based on responses. Salesforce AppExchange extends the power of Health Cloud with new partner solutions. To meet the needs and expectations of today's patient, Salesforce continues to deliver new Health Cloud capabilities that enable care providers to improve patient experiences and outcomes, from patient acquisition through post-acute and home care.

Closing Care Gaps: Identifying and addressing gaps in care can be difficult and complex. A NEW COMPACT: Aligning Physician Organization Expectations to Transform Patient Care. Purchase Now. Accelerating Change & Improvement in Healthcare. Amicus works with health care organizations to build change capacity through physician alignment and engagement. We believe care improvement requires trust and collaboration among doctors and between doctors and their organization. All members of an organization have implicit expectations of the deal they signed onto. These unwritten, but no less significant, expectations are a compact. As the pace of health care change has quickened, many physicians are feeling frustrated. Many are asked to innovate and adopt changes that feel outside of their original deal. A New Compact: Aligning Physician–Organization Expectations to Transform Patient Care (ACHE Management Series). by. Mary Jane Kornacki. it was amazing 5.00 · Rating details · 1 rating · 0 reviews. With healthcare reform a priority and traditional physician roles shifting, mutually agreed-on expectations between physicians and organizations are essential to bring change and lasting results. Typically, these expectations have been unarticulated and merely assumed. A new, written compact—a set of explicit terms carefully negotiated by doctors and administrators to defi

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The World Health Organization estimates overall demand for healthcare workers to rise to 18.2 million across Europe by 2030 and, as an example, states that the current supply of 8.6 million nurses, midwives, and healthcare assistants across Europe will not meet current or projected future need. The biggest leap of all will be the need to embed digital and AI skills within healthcare organizations—not only for physicians to change the nature of consultations, but for all frontline staff to integrate AI into their workflow.